

## DEFINITION OF FAIRNESS ACCORDING TO THE DICTIONARY:

“THE QUALITY OF TREATING PEOPLE EQUALLY OR IN A WAY THAT IS RIGHT OR REASONABLE”

I offer services in the areas of **Talent Acquisition and Executive Search**.

Fundamental to every project is a **fair, respectful and transparent** association between client, candidates and consultant.



## FAIR EXECUTIVE SEARCH

- **Fair to the clients**: my clients pay for my services. It is the reputation, the network and the experience of the chosen consultant which determine the success of a Search, rather than offices in prime locations. My motto is to use and charge only resources that are directly related to the projects. I keep the fixed costs at a minimum level and offer my clients the very best performance on fair terms.
- **Fair to the candidates**: I am not a CV-seller, I am not a personnel placement agent and I am not a personnel procurement agent. I respect my candidates and treat them in such a way that their experience both with me and with my clients is first-class. That is fair.
- **Fair to my environment**: I work in an environmentally-aware manner, as far as possible without paper and by conserving my resources, and I adopt many shared-economy measures. I donate 1% of my operational result to the charity Handicap International.

## SERVICES

**For my clients, I seek – and find – candidates at executive level and at skilled management level. My geographical reach covers Germany, Austria, Switzerland and France. I use proven processes as well as the most up-to-date technology in the search for and selection of candidates as well as for project-management.**

**Full Service Search:** the classic model in Executive Search. I search for as long as it takes to find a suitable candidate. **The first payment is due on commissioning** of the assignment, the second on presentation of the candidate(s) and the third at the candidate's signing of the contract. I report weekly to my client. **A fair model for a close partnership** in the search for the best candidate, male or female, on the market. **The amount of my fee is determined in full at commissioning** of the assignment. This amount is dependent both on the profile of the candidate sought and on the complexity of the Search. **Alternative fee schemes are possible, as long as they guarantee a fair and constructive collaboration.** Just ask.

## SERVICES

**Sourcing only**: in some cases my clients delegate only the sourcing part of the recruiting process, while the rest of the process remains in-house. This can make sense for reasons of confidentiality. Or because the recruiting team is lacking the resources needed for a comprehensive sourcing approach. Or because the team does not have the special market or functional knowhow for a given search.

**Consulting** : I advise firms in the area of Executive Search, Recruiting and Talent Acquisition. In this case I work on the basis of a daily fee.

## ABOUT ME



- 10 years in Executive Search and Recruiting functions, including with the German market-leader Kienbaum Executive Search
- 3 years in recruitment marketing at Siemens AG
- More than 25 years' professional experience including management functions in various different industries
- More than 10 years in non-HR functions such as International Sales, Business Development, e-Commerce and Product Management
- 4 years as a lecturer for Intercultural Management at the University of Augsburg

## REFERENCES

*“The briefing was very well carried out, very good analysis and assessment of the recommended candidates. Good planning – adherence to the time scale, very good communication”.*

**Management of a German mid-size-sector owner-operated construction engineering company (turnover in excess of €400m) – Project: Search for a Marketing Director**

*„I worked with Denis Jeanson as a candidate and as a customer. In both cases I faced a very serious, professional and efficient person. Denis knows his job extremely well and is a straight-to-the point person, who has an acute understanding of the needs and expectations of his client and his candidates. He has this ability to create a relation of confidence between the people which facilitates a lot the business.“*

**Managing Director of the DACH (Germany, Austria, Switzerland) subsidiary of an international tech company – multiple Search assignments**

## REFERENCES

*“Thank you very much for your very positive and efficient support. Your opinions, comments and advices are always right and adapted to our Company profile and philosophy. Moreover, it is always a real pleasure to work with you. We will not hesitate to contact you further more as soon as we will feel any need”.*

**CEO and owner of a French mid-size-sector company in the construction supply industry  
– Project: Search for the Managing Director for the German subsidiary**

*“Your preparatory work, your analytical approach and your intuition have facilitated this fantastic meeting. I would like to assure you once more of my confidence in you.”*

**Former Candidate and CEO of the French subsidiary of a German food company**

## CONTACT

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